



Legislative Update

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FY 03 Legis Program



*HR Worldwide –
Leading the Charge*

- A best practices approach sent to OMB
- A coordinated approach from OMB summit
- A strategic approach sent to the Hill
 - Aligned with defense strategy: uncertainty in national security environment requires flexibility in HR management
 - Organized around four themes: agility, competitiveness, equity, and efficiency

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AGILITY

- Alternative personnel system (APS) authority
- Alternative ranking
- Expedited hiring
- Conversion of term employees

COMPETITIVENESS

- Student loans
- Voluntary separation incentives
- Non-appropriated fund long-term care
- Continuation of health benefits
- Lump sum severance pay

EQUITY

- Common asbestos standard
- Blue collar pay standard
- White collar overtime pay
- Jury, witness fees

EFFICIENCY

- Triennial full scale wage surveys
- Detailing employees
- Non-appropriated fund rules exemption

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- National Defense Authorization Act
 - HR 4546: NAF long-term care, lump sum, FEHB continuation, asbestos standard, triennial wage surveys; extend and expand lab demos to test and evaluation, develop federal-private exchange program for acquisition
 - S 2514: NAF long-term care, lump sum, FEHB continuation, VSIP; longer appointment for scientific/technical personnel, CPA requirement, moratorium on acq workforce cuts through '05

FY03 Priority



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- DoD Alternative Personnel System (APS)
 - Align corporately (DoD Civilian Human Resources Strategic Plan)
 - Expand flexibility of demos
 - Support Presidential initiative (Managerial Flexibility Act)
 - Choose the best (P&R Best Practices Task Force)

FY03 Priority



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- APS features
 - Use flexibilities already tested or accepted by OPM
 - Exclude leave, health, retirement, laws on merit, veterans' preference, equal opportunity, ethics, prohibited practices
 - Consult with stakeholders: employees, unions, Components, functional communities, Congress; approved by OPM

FY03 Priority



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- Engagement
 - Internal – SECDEF, DEPSEC, P&R, AT&L, Components
 - External
 - Congress
 - Other agencies
 - Other parties
- Vehicles

FY04 Program



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- Under development (partial list)
 - Remove penalty for reemployed annuitants
 - Expand VRA to GS 12-15
 - Permit national level bargaining
 - Establish DoD authority for VERA, VSIP
 - Extend and increase VSIP to \$32K
 - Assert DoD authority over PPP
 - Extend restoration rights for disabled
 - Relieve SES pay compression
 - Enhance service and age retirement option

Way Ahead



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- Lessons applied
- Lessons learned
- Unified Legislation and Budget (ULB) process and working group